

Pension Showdown

► **UPS and Freight Employers Are Moving To Break Out of Teamster Pension Plans.**

► **Our Union Can Win Better Pensions and Affordable Retiree Healthcare Without Mortgaging Our Future.**

The “Best Contracts Ever” of 2002 and 2003 delivered devastating pension cuts.

We’ve waited years for the chance to be back at the bargaining table to restore our benefits and win other contract improvements.

Our employers are eyeing another opportunity. They want to take advantage of members’ concerns about our retirement to get more control over our pensions.

UPS has put a proposal on the table to break apart the Central States Pension Fund by removing 42,000 UPS Teamsters in 25 states from the plan.

ABF Freight System has declared breaking out of all Teamster pension plans its number one goal for next year’s freight negotiations.

While UPS tries to claim their pension proposal is about improving members’ benefits, ABF is more direct, declaring its goal is providing benefits at “significantly less costs.”

Industry analysts agree, saying

that these moves to gain more control over our pensions are about “curbing labor costs.” (Source: *Traffic World*).

The UPS contract will set the trend for those to follow—and we’ve got leverage. UPS’s profits are up 70 percent and hit a record high last year of \$4.2 billion. Stockholders and shippers are pressuring the corporation to settle our contract early.

Our union has the power to win the benefit improvements we need without mortgaging our future by giving corporations more control over our benefits.

In 1997, UPS tried to get control of our pensions. Our union not only defeated that pension grab, we won record pension increases.

In 2007, we can win pension improvements and affordable retiree healthcare.

The first step is for our union to draw the line against any corporate pension grab—and unite members around a positive union proposal for strong Teamster benefits.



UPS: Winning Stronger Benefits in Our New Contract

UPS Teamsters unite to win pension improvements and affordable retiree healthcare for all.

See Pension Coverage pgs 6-7.



Freight Teamsters Call on Tyson Johnson to Defend Our Pensions

For years Freight Director Tyson Johnson has warned members about companies pulling out of our pension funds. Now freight Teamsters are calling on him to speak out against pension grabs by UPS and ABF.

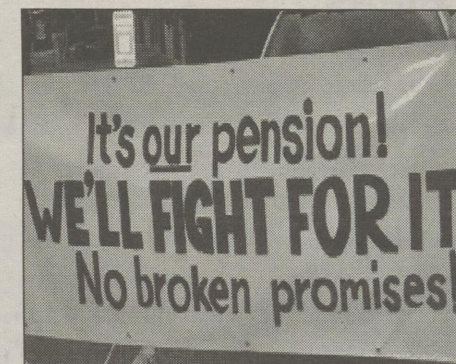
Read the letter on page 4.



Making UPS Deliver Stronger Contract Rights

Is the Hoffa administration getting ready to settle short on excessive overtime and other language issues—and what can members do about it.

UPS bargaining update page 3.



How Teamster Pension Plans Work

This issue’s “Ask the Teamster Troublemaker” column answers members’ common questions about how our pensions work.

See the answers on page 10.

Also in this issue

Freight Teamsters: ‘End the Tiered Wage’.....	p.5
Chicago Local 743 Teamsters on the Move.....	p.8
Rank & File Convention in Chicago.....	p.11

Letters From Our Members

An Open Letter to Ken Hall

Ken,

The recent UPS proposal is short-sighted. Any effort on UPS's part to withdraw from Central States Pension Fund would devastate Teamster pension funds across the country.

A withdrawal by UPS could be the end of the Teamsters Union as we know it. Pension funds are the glue that holds Teamster members together in solidarity.

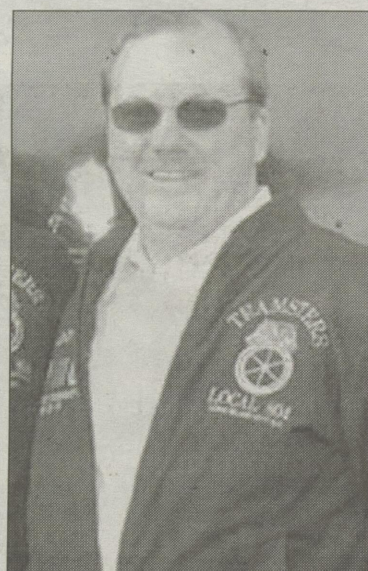
Don't let UPS trick you. UPS thinks in the long term—there's a "25 year plan" to everything they do. Each word has been carefully chosen in recent contracts.

Don't forget the 1982 UPS contract where part-time wages were cut by 50 percent to \$8.00 per hour. Today, starting wages are \$8.50 per hour, which amounts to 50 cents in 25 years, or 2 cents per year. We're still paying for that today.

Mark

Local 705

Chicago, Ill.



Editor's note: In our last issue of Convoy, we asked if Teamster members should be charged for associating with officials who have been expelled for corruption. Here is one response (see www.tdu.org for more).

Watch Out for Fleas

There is an old saying, "When you lie down with dogs, you get up with fleas." The issue is, should Teamster officers and business agents be held to a higher standard? Of course they should.

Almost every instance of a

banned Teamster that I have read about involves the stealing of members' dues money. Why would any officer or agent want to associate socially or otherwise with a known thief?

The issue should be, why are our leaders upset when they can't talk to a convicted thief? I hope that the IBT and the locals fight as hard for the next freight and UPS contracts as they do for the right to associate with known criminals.

David Manolis

Local 391, UPS

Lumberton, NC

Solidarity with Carhaulers

Carhaul Teamsters are not getting a fair deal. We are paying to work at Allied.

The Teamsters are the reason that there is an Allied. I can't believe or understand why we have to pay to work there.

What has happened to "United We Stand, Divided We Fall"? We need to start fighting for the future of carhaul Teamsters together.

David Spiegel

Local 79, Allied

Tampa, Fla.

Best Contract Ever: Hoffa Is a Wimp

Here's how we can get even with Hoffa for the "Best Contract Ever": next time around, IBT members must vote Hoffa out of office!

He is a wimp when it comes to UPS negotiations, a virtual suck up to carrier demands, and never had the guts to stand up for what's best for the union the way his daddy did!

IBT members desperately need to realize this. Hoffa Junior will keep giving in to corporate demands, rather than benefits and wages for union members.

Dennis L. Anderson

Local 413, Retired

Columbus, Ohio

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



Copyright © 2007 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU Convoy Dispatch, must be cited.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Will IBT Settle Short on Language Improvements?

Time To Make UPS Deliver Stronger Contract Protections

UPS's record profits of more than \$4.2 billion means that the company can afford to put more money on the table than ever before. But we learned last time that money doesn't make the "Best Contract Ever."

In 2002, Hoffa pointed to the money in the contract—nearly \$10 billion—to sell the agreement. Five years later, we're seeing new danger signs that our union may settle short on key language issues.

As we go to press, bargaining on language issues has virtually stalled since UPS introduced its pension proposal last month. On top of proposing to break up the Central States Pension Fund, the company tacked on language concessions, including:

- Lengthening the progression to four years;
- Putting helpers on package cars year-round;
- Reducing the part-time guarantee to three hours;
- Giving management unlimited ability to assign ground deliveries to air drivers.

Excessive Overtime and Sups Working

These are obvious deal breakers. The danger is that our negotiators will pull critical language proposals off the table in exchange for getting UPS to withdraw its throwaway demands.

Management has balked at union

demands for strong protections against unwanted, excessive overtime. The company proposed language that would require Teamsters who want protection from excessive overtime to opt out in an annual bid.

Our negotiating committee has refused to agree to the company's proposal. But at least one bargaining committee member has reported that our union may compromise on the issue and agree to an opt-in/opt-out procedure on a semiannual basis.

We need to win serious protections from excessive overtime, including stronger penalties on violations of the 9.5 rule and 8 hour requests—not half measures.

There are also reports leaking out of bargaining warning of loopholes in the supervisors-working language that would open the door to continued violations by the company when it claims attendance problems, staffing emergencies, or other excuses.

On the positive side, our union has put forward language to strengthen contract enforcement by increasing stewards' rights to get information from the company, which the company has objected to. The committee has also resisted company proposals to make it easier to satellite routes.

Giving Up On Better Jobs?

The Hoffa administration has put out zero information to members about the

Bargaining positions can change fast.

Check out

www.MakeUPSDeliver.org:

- **Get the latest info.**
- **Download a contract scorecard.**
- **Sign-up and get involved.**



language gains we're fighting for and that UPS must deliver to get an early deal.

In the last two contracts, our union made winning more full-time jobs a deal-breaker issue.

But Hoffa and Hall have said nothing about this issue in nine months of bargaining. Are they getting ready to dump this historic gain?

Instead of giving up on full-time job creation, our union should be building on past gains by winning 15,000 new full-time jobs and creating better ones by strengthening bidding and seniority rights for combo workers as well as their pay.

Hoffa's "Best Contract Ever" in 2002 included no increase in starting pay for part-timers. In fact, the part-time starting rate has been increased only once since 1982. That increase was won in 1997.

Today, part-timers start at just \$8.50 an hour—you can make that at McDonald's.

This contract is not first and foremost about wages. But the richest contract in Teamster history needs to include increases, especially for the lowest paid Teamsters at UPS.

Make UPS Deliver

UPS made record profits last year. Management is under pressure from stockholders and shippers to negotiate an early deal with our union.

This gives us leverage and we need to use it to win the language improvements Hoffa and Hall left on the table in 2002.

If the company wants an early agreement, we should make them deliver real improvements for UPS Teamsters in every classification.

Build a Network To Make UPS Deliver

✓ Sign up UPS Teamsters for email updates.

Download an email signup sheet from makeupsdeliver.org. Fax completed sheets to (866) 860-9331. You can also mail forms to TDU, PO Box 10128, Detroit, MI 48210.

✓ Build the network.

We need to reach as many UPS Teamsters as possible. Ask feeder drivers to collect email addresses at other hubs.

✓ Join TDU.

TDU and Make UPS Deliver are providing information that members won't get anywhere else. Your \$40 membership will help sustain our efforts and build the network we need to win the contract UPS Teamsters deserve. See pg. 12 to join today.



When a deal is reached, do you want your workplace to be in the dark, or in the loop?

Teamsters from the Make UPS Deliver network are out passing out *Convoy Dispatch* and collecting email addresses from UPS Teamsters. We'll send everyone who signs up regular updates about negotiations.

When a deal is reached, we'll get the details of any settlement out fast so members can make an informed decision.

Keeping members informed is the number one thing we can do right now to win a strong agreement.

Carhaulers: Prepare Now for Coming Contract

Teamster carhaulers have entered the one-year countdown to the next national contract.

The time for rank and file carhaulers to establish our network to share information, strengthen unity and build power is now.

June 1 marked the start of the contract year, as well as the date that our national contract became two-tier for the first time in Teamster history. Teamsters at Allied now make 17.5 percent less than other carhaulers.

'It's Brutal'

"It's brutal," a Detroit driver commented as he thought about what he will lose in the coming year.

Many carhaulers are angry at the



For the first time in Teamster history, carhaulers are working under a two-tier agreement. Allied Teamsters now make 17.5 percent less than other carhaulers.

Hoffa administration for allowing it to get to this point. That anger has to be turned into a positive force.

We do have power. This is still—despite the growth of nonunion compa-

nies—a heavily unionized field dependent on a small number of shippers, with a highly skilled Teamster workforce.

Our network can unite Teamsters into a force to protect our contract.

Even in the face of threats from the company, the union, and the bankruptcy court, Allied Teamsters voted No in most big carhaul locals, and 48 percent overall.

With another week of outreach, that deal would have been rejected.

Challenges Ahead

We face a big challenge in the coming contract because the IBT leadership signed a three-year freeze with Allied.

The answer to that problem is this: what was taken away can be won back.

If Allied returns to profitability, the

IBT can demand to reopen the Allied contract, with the aim of reestablishing wage parity. And the national contract we are about to bargain can contain language to facilitate that.

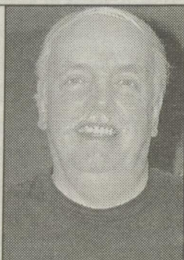
Carhaul Teamsters can unite into a force to protect our contract. The time is now.

The time to organize is now. Contact Teamsters for a Democratic Union at (313) 842-2600 or tdu@tdu.org.

An Open Letter to Tyson Johnson

Stand Up for Our Pensions

by Greg Smith
Local 407
Yellow
Cleveland



Where is the Freight Division of our union? While Ken Hall and Hoffa "seriously consider" allowing UPS to split apart the Central States Pension Plan, the Freight Division should be sounding the alarm.

Behind closed doors, maybe they are. But it's time to come out of the closet and speak out to defend our pension plans and our Teamster unity. Teamster leaders are elected to be the members' voice to Hoffa, not the other way around.

It's time to come out of the closet and speak out to defend our pension plans and our Teamster unity.

One week after Ken Hall put out a press release about UPS wanting to pull out of the Central States, freight Teamsters got a nearly identical message



IBT Freight Director Tyson Johnson has spoken up in the past to defend multi-employer pension plans. It's time for him and our freight leaders to sound the alarm about the deal to split the Central States Pension Fund.

from Freight Director Tyson Johnson.

For years now, Tyson Johnson and our own local leaders have been telling us how detrimental it is for any company to pull out of our pension fund.

A one-time payment from UPS is fine for the short term, but what about 20 years down the road? Pulling 40 percent of the contribution base out would be disastrous.

Tyson Johnson needs to stand up for all Teamsters and tell Hoffa and Hall there's nothing to negotiate with UPS when it comes to destroying Teamster pensions and Teamster power.

ABF Wants To Bust Teamster Pension Plans

"We believe there is an opportunity in this negotiating cycle to withdraw from some or all of these [Teamster pension plans] and provide benefits directly to our employees..."

"We view the multiemployer [Teamster pension] withdrawal opportunity to be the most significant thing facing us."

Robert Davidson, CEO of ABF, May 8, 2007

There you have it. The CEO is telling you that ABF would love to bust our pension plans and take over employee pensions in the next round of negotiations.

We should push that off the table right from the start, and let the carriers know that we are bargaining to improve health

care and pensions, not turn control over to the employers.

The best way to start would be setting a precedent in the UPS and UPS Freight negotiations: bring more brothers and sisters into our Teamster pension plans, and not split them up.

Freight Lines

Workers on Disability Forced To Burn Vacation?

Thanks to a lawsuit by a Roadway Teamster, workers who are off drawing disability pay and using Family Medical Leave Act (FMLA) time should no longer be forced to use up their vacation time. An employee should now have the option to take the vacation pay, or save the accrued vacation time.

But Yellow Freight doesn't recognize the decision by the Seventh Circuit U.S. Court of Appeals. They insist that they will continue to make Teamsters exhaust their vacation time. The IBT Freight Division issued a statement to the effect that they intend to enforce this improvement.

Time for Contract Improvement on FMLA

There is a glaring weakness in Teamster national contracts—UPS, freight, and carhaul—which should be corrected in this bargaining round. The contract lets employers require a Teamster off on family or medical leave to burn up their vacation time. As it stands at present, if an employee uses leave time because of a child-birth or to care for a sick parent, they cannot take any vacation that year.

The court case referenced above is only a partial solution. It says that a Teamster who is drawing disability pay from a health and welfare fund is protected from vacation exhaustion, but Teamsters on FMLA time who are not drawing disability pay are not protected. It's time to fix this in all national contracts.

2008 National Master Freight Agreement

NMFA Wage Scale: Time to End Tiered Wage

Thousands of Teamsters are working under the national freight agreement at wages that are at or below nonunion scale.

Most are not "trainees" but Teamsters with years of experience.

This problem can be corrected in the upcoming contract.

The NMFA has a starting wage of 75 percent of scale, which is now about \$16.50 per hour. Over a two-year period, a Teamster will lose about \$25,000 in wages before reaching union scale.

The tiered wage creates divisions among Teamsters. It gives companies an excuse to use more casuals, because they claim they are having trouble hiring people. It's to time return our contract to union scale for all.

IBT Survey: Too Weak

In late May the Teamster Freight Division sent all local union officials a survey on the NMFA. The good news is that the survey recognized that the tiered wage is a problem.

The bad news: it didn't even offer the option of eliminating the tiered wage. It offered three choices: shorten the pro-

gression, increase the start rate, or start experienced Teamsters at full scale.

The tiered-wage creates divisions. It's to time return our contract to union scale for all.

That last option—retain the tiered wage except for experienced Teamsters—it might look inviting, but it could be a disaster. If you give an employer a choice of hiring an experienced Teamsters at \$22 or someone from a nonunion carrier at \$16.50, you may make it hard for Teamsters to gain work in freight.

The answer is clear: end the tiered wage.

Freight Division Survey

No Mention of Retiree Healthcare

Freight Teamsters be warned: the Freight Division apparently isn't considering fighting to restore retiree health coverage where it has been devastated. Nor is there a plan to win a timetable for pension improvements.

On May 30 a three-page Freight Survey was mailed to all local union officers.

It has three questions (out of 15) on pensions and health care. But none of them call for any choice other than "maintaining Teamster pension plans" or "maintaining Teamster health plans."

Maintaining a health plan is not anywhere near what we need.

We need affordable retiree health coverage restored in this contract in the

Central States Fund and in other areas where it has been cut—guaranteed, in writing.

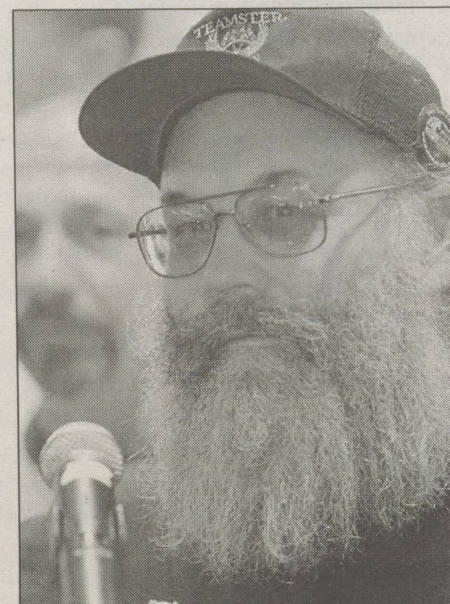
We need affordable retiree health-care restored in this contract—guaranteed, in writing.

It is practical, it is winnable, and it is necessary to restore promises made to Teamsters, and to keep our union growing and organizing.

Get Rid of the 75% Start Rate

"It's time to get rid of the 75 percent pay rate for new hires in Freight. It's less than what the nonunion carriers are paying and, even more important, it undermines our solidarity. Think of all the Teamsters who have worked at other companies who have to go to the bottom of the board on wages and benefits when they hire on at Yellow, Roadway, or ABE. It's not fair and they deserve better under the next NMFA. We need equal pay for equal work."

Barry Strohl
Local 509, Roadway
Greenville, S.C.



It's Your Contract What Do You Think?

Bargaining for the 2008 National Master Freight Agreement will start in less than year.

The contract will address some big issues: pensions, healthcare, wages, change of ops, and much more.

Freight Teamsters and TDU are building a network to fight for a strong agreement that delivers on these issues.

► What issues matter where you work?

Email letters@tdu.org or
call (313) 842-2600

► Get updates. Sign up at

www.tdu.org/nmfaemail

► Get involved. Join the network that's fighting for a stronger contract:

www.tdu.org/join

Pension Grab Would Undermine Benefits, Union Power

UPS Moves To Break U

UPS management has put a dangerous proposal on the table: to pull UPS Teamsters out of the Central States Pension Fund, the plan that covers 42,000 full-timers in 25 states.

Under the law, UPS would have to pay \$4 billion in withdrawal liability to the Central States to break out of the fund—a penalty management is happy to pay because they can make it up over time by reducing future benefit costs.

Our union has always opposed pension grabs by UPS in the past because the company's goal is to weaken our union and our benefits. In 1997 we defeated the company on the issue and won major benefit improvements.

But this time, the Hoffa administration may go along the company's plan, calling it "a serious proposal that must be seri-

ously evaluated." The entire contents of the last Teamster UPSDate was dedicated to talking about management's proposal—without a single word on what the union's proposal is.

Pension Improvement?

UPS's pension grab would hurt our union in the long run—in exchange for not much benefit in the short run.

Under the company's initial proposal, the UPS-only fund would pay a 25-and-out benefit of \$2,500, a 30-and-out benefit of \$3,000, and a 35-and-out benefit of \$3,500. Benefits would be capped at a maximum of \$3,500 a month no matter how many years you work.

At \$100 per year of service, the proposed UPS pension would actually pay less than Central States, which pays \$123

per year of service. And that number will go up at least eight percent a year, so Central States will pay about \$175 per year by the end of the next contract. The main improvement is that the UPS-only plan would restore early retirement by eliminating the six percent per year penalty for retiring before 62.

Of course, UPS can sweeten the pot and improve their initial offer. We fully expect that to happen.

But UPS Teamsters shouldn't have to be pulled out of Central States to get the benefits they deserve. It's our union's job to win full 25 and 30-and-out benefits at any age and affordable retiree healthcare in a Central States plan.

The reason is simple: breaking apart the Central States Fund will weaken our union and put members' benefits at risk.

Long Term Problems

UPS's proposal would establish a UPS Pension Plan, with management officials and Hoffa administration Teamster officials as trustees. A Teamster vested in the Central States Plan would in the future draw two separate checks, which would add together to make up a pension.

Central States would not give up funds that have been contributed over the years. They would stay there and provide a partial pension, while the UPS Plan would pay the rest of the pension. Healthcare and retiree healthcare would continue to be provided by Central States.

By breaking up and weakening the Central States Fund, management's proposal would put UPS members' future pensions at risk. UPS currently contributes \$500 million per year to Central

On Pension, UPS's Actions Speak Louder Than Words

UPS management has been trying to win control over our pensions for years. After Teamsters defeated UPS's pension grab in 1997 and won major improvements in our benefits, it looked like management's dreams were finished.

Then the 2002 "Best Contract Ever" and the pension cuts of 2003 breathed new life into management's old ambitions to get control over our pensions.

UPS Teamsters are angry over the cuts and they're looking for answers. Management is trying to play off our anger to revive their efforts to take over our pensions. The company wants to convince Central States Teamsters that they will look out for our pensions.

When it comes to big promises, actions speak louder than words. The fact is management hasn't been looking out for our retirement; they've been leading the attack on our benefits. Just look at the UPS record:

- UPS management's representative to the Central States Pension Fund voted

to cut our pensions and opposed a motion by our union trustees to increase employer contributions.

- UPS management's representative to the Western Conference of Teamsters Pension Fund voted for benefit cuts, even though that fund is 100 percent funded.
- There are two UPS-Teamster plans like the one being proposed for the Central States and management has pushed for pension cuts at both. UPS's trustees forced through a 30 percent pension cut in New York Local 804, and they are trying to cut benefits in New Jersey Local 177, where the issue is deadlocked to an arbitrator.
- UPS management refused to pay millions of dollars owed to two pension funds, in Virginia and New York. In Virginia, management stopped making required pension contributions when members were on vacation.
- UPS has been the number one supporter of legislation that would make it eas-

ier to cut our benefits.

UPS's record shows that the company can't be trusted with our benefits. But many UPS Teamsters will say Hoffa can't be trusted either. After all, Hoffa promised that the "Best Contract Ever" would protect our benefits.

True enough. But we're not going to get even with Hoffa by jumping for a bad proposal from management. Remember, management's plan to break up the Central States Fund will only go to a vote if Hoffa is backing it.

Hoffa and UPS sold us a bill of goods

in 2002. The answer isn't to fall for a bigger bill of goods now.

UPS is under pressure from stockholders and shippers to reach an early agreement. This gives us leverage. Let's use it.

UPS Teamsters should not ratify any early agreement unless we have it in writing that the contract will restore affordable retiree health coverage and gives us a written timetable for restoring our pensions.

We can win these improvements without letting UPS break apart the Central States fund and weaken our retirement security over the long run.

New York and New Jersey

Pension Hike or Freeze in NY and NJ?

As negotiators for UPS and our union square off over the pension issue, members in the Eastern Region's two largest UPS locals want to know whether early bargaining will deliver a real pension increase—or a freeze that keeps benefits at pre-pension cut levels.

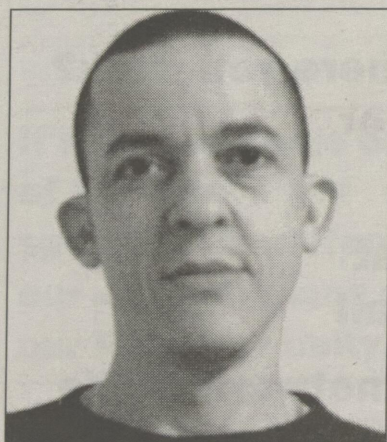
New York Local 804 and New Jersey Local 177 were the first Teamster locals in the nation to win 25-and-out and 30-and-out pensions. UPS management controls all of the employer trustee positions at both of these funds—and has used its authority to push for pension cuts.

UPS trustees pushed through a 30 percent cut in the pension multiplier at Local 804 effective Jan. 1 this year—over the opposition of Local 804's trustees to the fund. In Local 177, Teamster trustees have blocked UPS's demands for pension cuts so far, but the issue is in arbitration.

Local 804 members circulated petitions calling on the union to let members know what needs to be won in bargaining in order to reverse the cuts and increase benefits. The International requested this information from all of the benefit funds that cover UPS Teamsters, including Local 804 and Local 177. But this information has never been shared with the members.

"It seems like the plan is to restore what we lost and sell it to us like we gained something," said Jorge Diaz, a package car driver from Local 804. "But to me, that's not gaining anything. That's a pension freeze."

"We're not being told anything. In 1997, we knew what the company was proposing and what the union was fighting for. We won higher pensions. We shouldn't settle for a freeze this time."



Jorge Diaz
Local 804, New York
Package Car Driver

No Pension Freeze

"Just as negotiations started, UPS cut our pension 30 percent.

"It seems like the plan is to restore what we lost and sell it to us like we gained something. But to me, that's not gaining anything. That's a pension freeze.

"We're not being told anything. In 1997, we knew what the company was proposing and what the union was fighting for.

"We won higher pensions. We shouldn't settle for a freeze this time."

Up Central States Fund

States. That income, which grows each year, would be gone forever.

If the big freight companies follow UPS's example and pull out, the Central States Fund would be even worse off. The CEO of ABF now says busting out of the Teamster pension plans is his top bargaining goal.

UPS Teamsters would still depend on the fund for a large part of our pension. It would not be smart to weaken the fund by supporting a pullout when we will still need the fund to support our retirement.

Real Problem; Wrong Answer

UPS's proposal for a UPS-Teamster plan covering the Central States has been tried elsewhere. Let's look at the results.

Local 804 in New York is a UPS-Teamster plan just like the one being proposed for the Central States. Over the last ten years, that fund's investments have performed worse than Central States. At the beginning of this year, UPS's trustees forced through a 30 percent pension cut.

Now UPS is trying to push through a pension cut in New Jersey Local 177—another UPS-Teamster fund. That decision is before an arbitrator.

Both of these plans are based in Atlanta, at UPS headquarters, with all employer trustees being UPS management. They show that a UPS-Teamster pension plan would not be a magic bullet.

Realistic Solutions

Early bargaining gives us leverage. We need to use it to win benefit improvements for UPS Teamsters in the Central States Fund and all Teamster pension plans, including:

Affordable retiree healthcare. Cuts in retiree healthcare are the number one obstacle to members retiring at 25-and-out 30-and-out—and the easiest benefit cut to restore. We need to substantially increase contributions to Teamster Health and Welfare funds so that our health benefits are protected and affordable retiree healthcare is immediately restored.

A timetable for improvements in all pension plans in writing at the time of ratification so that Teamsters in all funds will know that our pension benefits will be restored and increased as increased contributions build up in our funds. In 1997, UPS Teamsters got a document from Central States—before we voted on

Let's Get the Job Done Right

Letting UPS out of the Central States Pension Fund and setting up benefits for UPS Freight outside our multi-employer funds would be the biggest single blow to Teamster power since trucking deregulation in 1980.

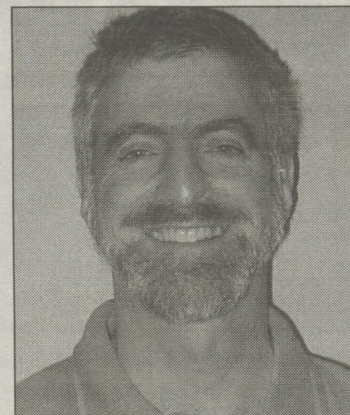
If you make deliveries and you get to where the delivery goes, but you left the package back on your dock, you haven't gotten the job done.

Likewise, an early contract that undermines Teamster benefit funds hasn't gotten the job done.

So let's all say so. Out loud. Together.

Every Teamster, from rank and filer to steward to local union officer, should be able to say so. It may as well be part of the oath. To defend the Union.

There's still time to build a union-wide contract campaign. But we have to get going now.



John Zuraw
Local 705, Chicago
UPS Cartage Services

the contract—telling us in writing what our benefits would be if the contract was ratified.

Include UPS part-timers in all Teamster pension funds. Part-timers are already covered by Teamster plans in the West, New England and Upstate New York. As a result, part-timers in these areas receive superior pension benefits and the contributions for part-timers who

do not vest are used to strengthen Teamster pensions, not to line the company's pockets.

These are achievable goals. There's no reason to give UPS an early deal unless it delivers the benefit improvements that Teamster members need today—and the stronger benefit funds that Teamster members will need tomorrow.

Western Fund: Restore the Cuts

"That fund is not 100 percent funded. When that fund gets to 100 percent based on their rules, they'll do the right thing."

Tom Keegel, IBT Candidates Forum, Aug. 25, 2007

"The Plan's vested benefit liabilities are 100 percent funded."

Memorandum to Local Union Officers from Western Conference of Teamsters Pension Trust
August, 2007

More than nine months ago, the Hoffa administration promised Teamsters that the Western Conference of Teamsters Pension Trust would end the pension cuts when the fund was 100 percent funded. But the cuts continue even though the plan is 100 percent funded.

The Hoffa administration's promise "to do the right thing" was always an empty one. Before General Secretary Treasurer Tom Keegel even made it, the WCT Pension Trust had already issued a memo to local union officers in the West that, "The Plan's vested benefit liabilities are 100 percent funded."

The fund issued another letter on Nov. 13—this one from employer chair Bernard T. Eilerts—reaffirming that the fund was 100 percent fully funded.

Three days later, the fund announced a change in the multiplier. But instead of restoring members' benefits as promised, the fund raised the multiplier only slightly. The new rate was only 1.65 percent,

nearly 40 percent lower than the historic minimum rate of 2.65 percent.

IBT Vice President and union trustee Randy Cammack announced at a recent Local 63 meeting that the multiplier will be increased. That's long overdue. As a result of the cuts, the annual pension of UPS, freight and many warehousing Teamsters in the West has been reduced by more than \$6,000 a year.

The UPS contract will set a new record for pension contributions into the fund. That money must be used to restore the benefits that Western Teamsters have lost and restore the multiplier.

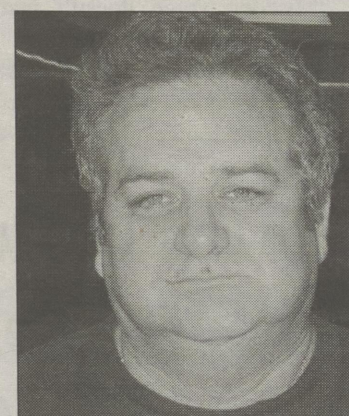
UPS has been the number one player behind the scenes pushing Teamster pension plans to lower benefits. Before they vote on any early deal, UPS Teamsters deserve to know how much of their pension benefits will be restored and what the pension multiplier will be going forward.

I've Lost \$500 a Month

"The 'Best Contract Ever' cut my pension multiplier by more than half. As a result, I've lost more than \$500 a month from every pension check I'll get when I retire.

"Our next contract is going to put record money into the pension fund and as a result we're probably going to get smaller wage increases than last time. Before we're asked to vote on any deal, we deserve to be told what our new pension rate is going to be.

"If we're going to sacrifice on wages, then I want to see the rate back up to 2.65 percent."



Dan Kane
Local 63, Los Angeles
Combo Worker

What is the Union Proposal on Benefits?

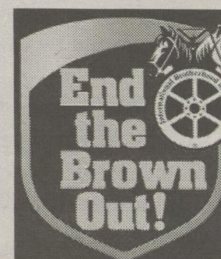
In the last UPSDate, Ken Hall bragged that the IBT had prepared for bargaining by getting an unprecedented amount of data from all Teamster benefit funds.

Our union used that information to put together a proposal to strengthen our pensions and reverse benefit cuts, including cuts to retiree healthcare.

This proposal has never been shared with the members. Why? UPS Teamsters have the right to compare the company and union proposals

Almost one year has passed since Hoffa and Hall announced at the 2006 Teamster Convention that we would enter early negotiations to strengthen our benefits.

It's time to tell UPS Teamsters what our union's pension and benefits proposals are so we can unite and win.



Local 743, Chicago

University of Chicago Teamsters Organize for a Stronger Contract

by Joe Sexauer
Local 743
University
of Chicago



University of Chicago Teamsters are organizing a grassroots contract campaign to win better wages and benefits.

The Local 743 contract with the University expired on Feb. 28, 2007, but the local has extended the contract covering over 1,000 Teamsters.

Our local officials are sitting on the sidelines—they haven't done anything to win us a stronger contract.

Taking Matters into Our Own Hands

Bypassing the union bureaucracy, Teamsters at the UofC have taken matters into our own hands.

We've organized meetings throughout the campus to educate ourselves on the contract.

Over fifty members attended one of the meetings—that's several times the size of a typical local meeting.

"My one voice doesn't matter too much, but all of us members have a strong, collective voice together," said Sydney Simmons, a steward for service and maintenance workers at the University of Chicago.

"Many of the business agents are in the university's pocket and it's no good for the membership," said active union member Glenda Pence.

"The current BA doesn't even return my call."

Members are meeting with each other to talk about what tactics would be most effective with their co-workers, and what the university would respond to.

"Voting No on the contract is one way to show your dissatisfaction with what we get," said Adrian Esquivel. "It will send a message to the union and the university that the members want more."

Local Elections

Sometimes discussion at these meetings also turns towards the corruption in our local, and our upcoming election.

In 2004, after the New Leadership Slate won the local election, the current officers allegedly stole several hundred ballots in a do-over election that Hoffa called.

While the Department of Labor lawsuit is still in court, many are looking to the fall to finally clean up this local.

When we get fair, supervised elections this fall, the members will finally have an opportunity to vote in better people, instead of the corrupt officers currently in power.

If we can already involve more people in their contract than the officials can, imagine what we can do leading the local union.

Our Power To Vote No

"Voting No on the contract is one way to show your dissatisfaction with what we get. It will send a message to the union and the university that the members want more."

Adrian Esquivel

Local 743

University of Chicago



Reformers Protest Cuts

Local 743 Officials Are Missing in Action

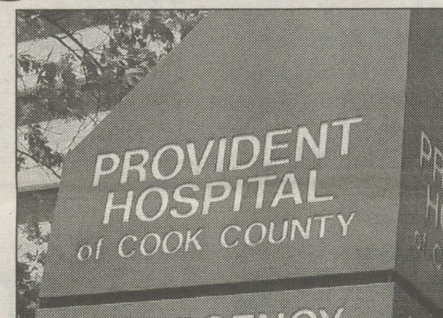
Provident Hospital is laying off members of Local 743 in Chicago, but Secretary-Treasurer Richard Lopez is missing in action.

"I paid union dues and get nothing for it," said Diane Davis, one of the Teamsters laid off by Provident.

Lopez, the business agent for Provident, has refused to return calls of laid-off workers.

"Where are my union dues going?" wondered Yvette Gardner, a laid-off unit clerk.

The 743 New Leadership Slate helped organize Teamsters and local residents to protest the cuts. They joined nurses, doctors, patients and others to fight the cuts.



Local 743 Teamsters are fighting lay offs at Cook County's Provident Hospital, but officials won't return calls.

Rev. Jesse Jackson showed up on the picket line. But Local 743 union officials were nowhere to be found.

Give and Take in Chino and Corona, Calif.

Waste Management Will Pay for First Meal Break, But Not Second

Local 396 Teamsters at Waste Management in Chino and Corona California were told that their new contract would pay them for all of their meal breaks—including the second meal period that is required by California law after 10 hours.

During negotiations for the new contract, Waste Management officials told the union negotiators that the new contract would give Teamster members paid meal periods.

A Mistake?

But after the contract was ratified, Waste Management said it had made a



Waste management routinely forces Teamsters to work off the clock during their meals and breaks.

mistake.

In a letter distributed to Local 396 members, the company said that the language wasn't supposed to cover the sec-

ond meal break—and the company wasn't going to pay for any meal breaks.

Local 396 filed an unfair labor practice with the NLRB. But then the local dropped the ULP after Waste Management agreed to pay for the first meal break.

Wage and Hour Suit

Meals and breaks are a concern for all WMI Teamsters. Waste Management routinely forces Teamsters to work off the clock during their meals and break periods.

Teamsters at Waste Management in California have filed a lawsuit against the

company for wage and hour violations.

Their case is similar to a successful class action lawsuit against UPS that resulted in an \$87 million victory for more than 20,000 UPS drivers.

Waste Management Lawsuit

Teamsters in California are filing a lawsuit against WMI for wage and hour violations.

To participate or learn more about the lawsuit, go to www.payWMIdrivers.com or contact York Law Corporation at (800) 939-1832 or www.yorklawcorp.com.

Engineers Build Contract Network

Rail Teamsters Take on Weak Agreement

A tentative national agreement with the rail carriers threatens healthcare and job security.

Rail Teamsters are building a network and pushing to vote it down.

Rail Teamsters are voting on the proposed national BLET agreement as this issue of *Convoy* goes to press.

"It's a bad deal. The new contract says we'll pay more for our healthcare, and it says we owe the carriers thousands of dollars each," said Ed Michael, a member of BLET Div. 724 on the Union Pacific. "We can do better. That's why I voted No."

All ballots are due on June 15, and engineers expect the results soon after.

Building a Network

Teamster engineers, including TDU activists, are building a network to fight this weak contract.

Railroad Operating Crafts United (ROCU), a group pushing for unity between the UTU and the BLET, has voted to support the effort to vote down the agreement.

"We're getting 'Vote No' flyers out in break rooms, on bulletin boards, and in locomotives. We're going to spread the word far and wide," said Ron Kaminkow, a member of BLET Div. 51 in Reno, Nev. Kaminkow is a member of ROCU's steering committee.

A Weak Agreement

The tentative agreement includes several cuts:

Healthcare. Engineers will pay 15 percent of their healthcare premiums every

month. There's a cap in 2010—\$200, or the 2009 premium, whichever is higher.

Co-pays. Engineers will pay more at the doctor and the drug store. The contract raises co-pays for a doctor's visit from \$15 to \$20 a visit. For a specialist, the cost goes up from \$15 to \$35. At the drug store, generics will go up from \$5 to \$10, and brand names from \$10 to \$20.

COLA. The new contract eliminates the Harris COLA. Even worse, it requires engineers to pay back their COLA raises since 2005. The new contract says that the raises were just a loan. If the contract passes, most engineers will pay more than \$2,000. "What a joke," Michael said. This amount will be deducted from their retro pay.

Remote Control. The new agreement may help the carriers expand remote control operation. A side agreement on the BNSF lines allows engineers to operate a locomotive remotely with a belt pack when outside a company yard. The side agreement will only take effect if the majority of BNSF Teamsters vote for the national agreement. Remote control operation is an immediate threat to the job security of all union members on the rails.

Hoffa and Hahs promised to put Teamster Power to work on the rails. Instead, rail engineers are getting a bum deal. It's up to Teamster members on the rails to build a stronger union—and win stronger agreements in the future.

Canadian Track Workers Shut Down Construction on the CP

A strike on the Canadian Pacific Railway enters its third week as *Convoy* goes to press.

On May 16, over 3,200 track maintenance and construction workers walked off the job. The track workers are members of the Teamsters Canada Rail Conference.

The members say they want higher wages and stronger job security. CP wants to expand job duties.

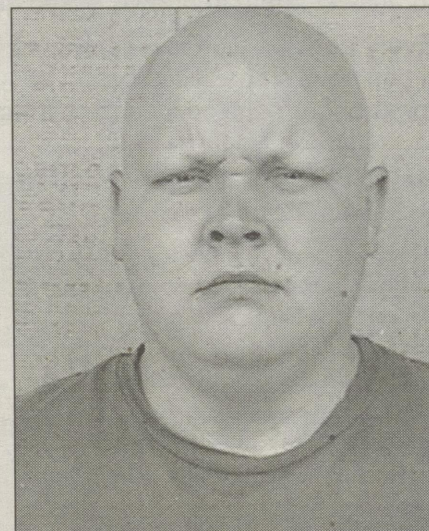
The railroad has replaced striking maintenance workers with over 1,200 managers. But the strike has put a stop to new construction and expansion work.

This is the second major rail strike this year in Canada. In February, 2,800 United Transportation Union (UTU) conductors struck the Canadian National railroad. Members of the UTU on the CN are leading a drive to join the Teamsters Canada Rail Conference.

Where's Our Teamster Power?

"When we joined the Teamsters, our leaders said that they'd put Teamster Power to work for us. Now we've got to pay back our wage increases for the last two years. Our negotiators should never have agreed to that."

Chad Black
BLET Div. 724
Union Pacific
Effingham, Ill.



Taking Away COLA

A Pay-Day Loan from the Railroad?

What if your employer told you that your raises for the last two years were just a loan? That's just what happened to rail Teamsters in the BLET.

The proposed national agreement between the BLET and the freight carriers says that cost-of-living adjustments for 2005 and 2006 were just loans from the carriers to the engineers—and the carriers want the money back.

That's like turning the carriers into a pay-day loan store.

The Railroad Comes Collecting

Even worse, our national negotiating team is helping them collect. The proposed agreement will let the carriers deduct the "loan" from engineers' retro checks.

If the contract passes, an engineer who worked 160 hours a month for the last two years will owe the carriers \$1,749. But most engineers work more than that, and they could owe over \$2,000.

Engineers have been waiting since 2004 for a new contract—and a wage

increase. COLA raises have helped engineers keep up a little with inflation. It's a real double-cross to have to pay back that money, especially when the carriers are making record profits.

The proposed BLET contract would make engineers pay back all of their raises since 2005.

"When we joined the Teamsters, our leaders said that they'd put Teamster Power to work for us," said Chad Black, an engineer on the Union Pacific. "Now we've got to pay back our wage increases for the last two years. Our negotiators should never have agreed to that."

Can't we do better? The negotiators should have pushed to turn the COLA "loan" into a real raise. Instead, rail Teamsters got a weak contract—and a humiliating loan.

Teamsters on the Right Track

National TDU Rail Chapter • www.tdu.org/view/rail • (718) 287-3283

Ask the Teamster Troublemaker: Pension Edition

How Teamster Pension Plans Work

Many Teamsters don't pay much attention to their pension until they get pretty close to retirement. The widespread pension cuts since 2003 were a wake-up call that we can't take our benefits for granted.

Contract negotiations are a critical time to improve our pensions. With our union at the table with UPS and gearing up for freight negotiations, as well as many local contracts, the Teamster Troublemaker decided it was time to answer some frequently asked questions about our Teamster pensions.

Every pension plan is different, so I can only provide general guidelines. If you have a specific question about your plan, or to get active in fighting for stronger pensions, contact Teamsters for a Democratic Union.

How do contract negotiations affect my pension benefit?

The amount of money that your employer pays to the pension fund on your behalf is bargained in your contract. This is not the same as your benefit level—but it's obviously related.

Our stronger contracts tend to require employers to pay higher amounts to the pension fund which results in better pensions.

The UPS, freight and carhaul agreements require employers to contribute \$11 an hour to Teamster benefit plans. This money is divided between our pension and health and welfare funds.

How are my benefits determined?

Benefits are set by the trustees: half are union, half are employer. Benefit amounts and schedules vary from plan to plan.

In many plans you have to work 25 years and meet a minimum age requirement to be able to collect your full benefit. If you retire with just a few years, such as ten, you will just get what is called a "vested" pension, which will be much less.

Many plans have a 25-and-out and 30-and-out benefit that provide full benefits at any age. Some funds like Central States and New England have cut back on this benefit by penalizing Teamsters for retiring before a certain age. TDU has worked with Teamsters to fight these cuts and to win higher contributions to restore these benefits.

In the Western Plan, many participants can retire with a full pension if their age plus years of service equals 80.

In many plans there is an amount that is accrued to your pension each year. For example, in the Central States many Teamsters accrue \$123 a month for each year they work.

In the Western plan, members accrue to their monthly pension 1.65 percent of

what was contributed by their employer that year. TDU is demanding that this fully funded plan boost this multiplier to 2.65 percent.

If my benefits are set by fund trustees, but my pension contributions are bargained in my contract, how do I make sure that we are bargaining enough for my pension?

Before bargaining, union negotiators routinely ask the pension fund to provide info on what contributions are needed to be able to provide certain benefits.

To prepare for early bargaining at UPS, the International reports that they requested an "unprecedented" amount of data from benefit funds. Our IBT leaders know how much needs to be bargained to restore lost benefits. Management also has this information.

TDU has pushed for the IBT to share this information with the members so we know what we're fighting for and can unite to win the improvements we need.

TDU has also called on the IBT to give members information in writing about what future benefit levels will be as part of the contract ratification vote.

What about retiree health and welfare?

Retirees get health coverage from their health and welfare plan, not their pension plan. But retiree health coverage is a critical issue for many Teamsters, especially those who retire early.

Some plans provide excellent coverage at low cost, and others do not. Central States diverted all employer contributions to the pension plan for the past three years, and then cut retiree health coverage to where it is unaffordable for early retirees.

Affordable retiree healthcare for all can be won in this bargaining round. Our union needs to insist on a catch-up increase in health and welfare money to



The widespread pension cuts since 2003 are a wake-up call that we can't take our benefits for granted. This year Teamsters are taking action to improve our pensions.

make up for the funds that were diverted.

TDU has pushed for our union to make this a priority bargaining demand—and a make-or-break issue in the UPS, freight and carhaul contracts.

What happens to contributions that are made for Teamsters who never receive a pension?

In most plans, if you leave before you have five years of service, you get no pension. The employer money contributed for Teamsters who don't receive a pension stays in the fund and boosts the pensions of long-term Teamsters.

This is one big advantage of a Teamster pension plan. In a 401(k) or company plan, pensions are divided into individual accounts and contributions that go uncollected by individuals line the company's pockets—instead of increasing other Teamsters' pensions.

What is the difference between a defined benefit pension and a defined contribution or 401(k)?

With a defined benefit plan, your retirement benefit is a guaranteed amount, linked to your age and/or the number of years for which your employer has made contributions to the pension fund on your behalf (known as years of contributory credit).

With a defined contribution plan, your employer contributions are held in an account and invested by the fund on your behalf until you retire. Your benefit is based on how much money has accumulated in your account. Depending on how your money has been invested and what the economy is like when you retire, your benefit level can vary quite substantially.

Employers generally prefer defined contribution plans or 401(k)s because they pass the risk for your retirement on to you. If the stock market dips a few months before you retire, or if the plan administrators mismanage the fund your employer has no responsibility for making up for the shortfall.

What is the point of a multi-employer plan?

Most Teamster plans are multi-employer plans, covering Teamsters in trucking, at UPS, DHL, waste, construction, warehousing, industrial, and more.

This gives the funds more stability.

Pension plans that have failed or been crippled in recent years have all been single-company plans, especially in airlines, steel, auto, and at tech corporations. In those cases, if an employer hits hard times or goes into bankruptcy, then employees can lose their pensions.

Multi-employer pension plans have other advantages. These are very large funds, and thus the administrative costs become tiny as a fraction of income. For example, the Central States Fund in 2006 paid \$2.6 billion in pension benefits, and \$39 million in administration costs (1.5 percent). Pooling also reduces risk by spreading out investments.

Who do the trustees represent?

The union trustees should represent the interests of Teamsters and retirees, and stand up to employers when necessary. They should provide members with full, clear information. They should insist on hiring their own experts when needed.

TDU consistently works for more transparency and trustee accountability. For example, we won a lawsuit ordering Central States to make quarterly reports available to our counsel, and we make them available to members.

What can be done to improve our pensions and benefits?

Rank-and-file Teamsters have a proven record of holding our trustees and officials accountable and winning better benefits when we get organized.

In the 1990s, TDU supported Pension Improvement Committees and spearheaded the drive to win 25-and-out and 30-and-out benefits in our union's major funds—over the opposition of old guard Teamster officials and fund trustees.

The fight for strong secure pensions continues today on many fronts. TDU introduced constitutional amendments at the Teamster Convention for pension trustee accountability. We've gone to court to challenge overly restrictive reemployment rules. And we've led the fight against the pension cuts.

If you have questions about your benefits, contact TDU. And if you're concerned about your benefits take the next step. Join TDU, the movement that's standing up for your retirement security.

Ask The
Teamster
Troublemaker



Nov. 2-4 in Chicago

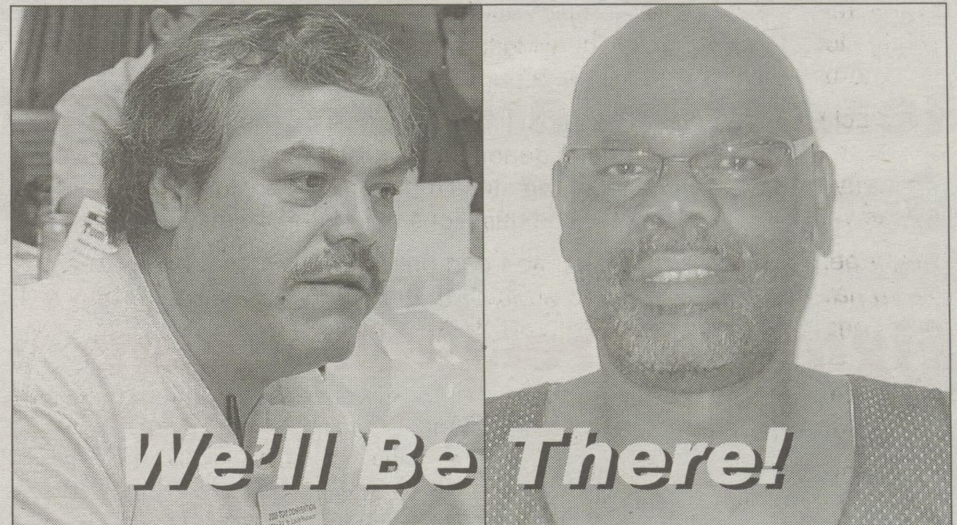
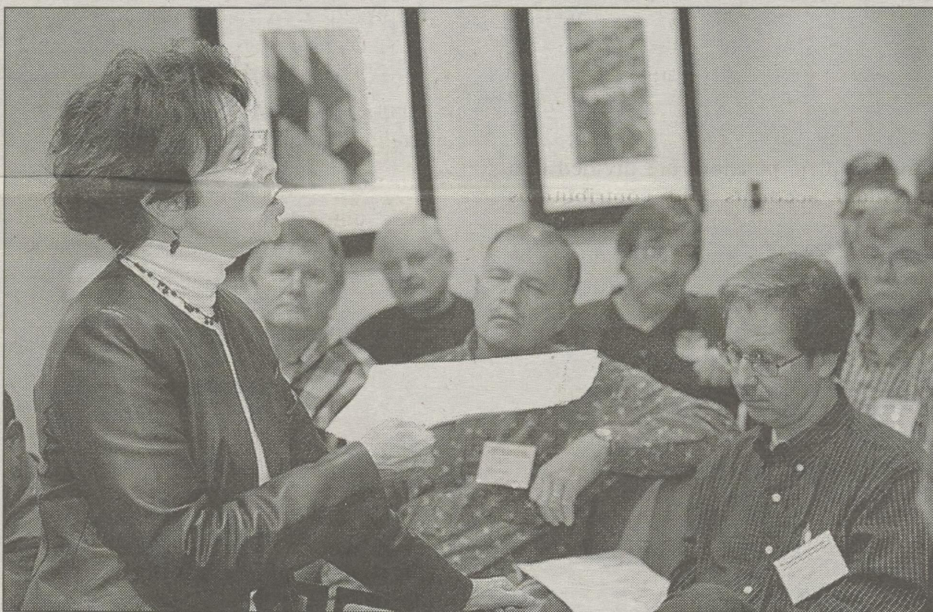
2007 TDU Convention

Join Teamsters from across the country for our 32nd annual convention.

- ▶ Meet with Teamsters in your industry.
- ▶ Strategize about contracts and grievances.
- ▶ Attend educational workshops led by union leaders, attorneys, and experts.
- ▶ Build the network of activists who are working for a stronger union.

Make Plans To Attend Today

Call (313) 842-2600 or register online at www.tdu.org/registration



"The 2007 TDU Convention is the place to learn about strategies for building stronger locals. We'll see you there."

Tony Caldera (left) and Donnie Von Moore (right)
Local 743, Chicago

Special Workshop: Protecting Our Pensions

"We're on the front lines to protect Teamster pensions. I'll be at the TDU Convention to talk with members about their pension rights and to share information about how we can get Teamster pensions back on the right track."

Ann Curry Thompson
Pension Rights Attorney
Detroit

What International Officer Gets an Extra \$54,500 per Year as a 'Health Fund Consultant'?

The Teamster Rank & File Education and Legal Defense Foundation (TRF) is conducting research on the 2006 salaries and perks of Teamster officials, and will soon make it available to Teamsters interested in the finances of our union.

Most of this research is based on LM-2 financial reports filed by all local unions, joint councils, and the International.

One piece of information our research has found: International Vice President Carroll Haynes was paid \$54,500 in 2006 as a "consultant" by the Health Insurance Plans (HIP) of Greater New York. HIP provides health benefits to the members of Local 237, where Haynes was the

principal officer in 2006.

Should a Teamster officer and benefit fund trustee be taking \$54,500 from an HMO that makes millions through its contract with our union's largest local?

Consultant Fees

In the old days, vendors made payoffs to officials under the table. Today, they pay "consultant fees." Does that make it right?

HIP's "fees" to Haynes were properly reported on an LM-30 form—a report that union officials must file to document conflicts of interest.

If you have questions you would like



Recently retired Local 237 President Carroll Haynes got a consultant fee from the same company that provides his members with insurance.

answered about Teamster finances, let us know. We may be able to include the information in our research.

Sneak Peak at the 2007 \$150,000 Club

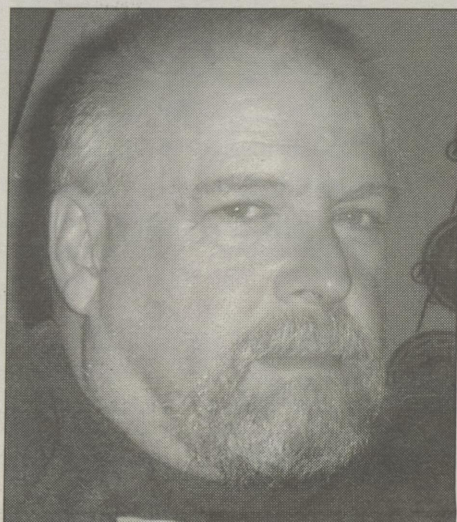
TDU is researching and compiling information about officer salaries for our annual \$150,000 Club report.

Stay tuned for a complete list of the \$150,000 Club in an upcoming issue of *Convoy*.

Our Contracts Are Up for Grabs. Don't Stand on the Sidelines.

Teamsters are joining TDU to fight for strong contracts. Get Involved. Help build a stronger union. **Join TDU.**

Fight for Freight's Future



"Freight Teamsters know how bad things are out there. We need UPS Freight in the 2008 NMFA if we're going to restore the power we once had. It's one industry and we need one strong contract. Enough is enough. We're joining together in TDU to fight for what we deserve."

John Roncinske
L 641, Yellow
Union, New Jersey

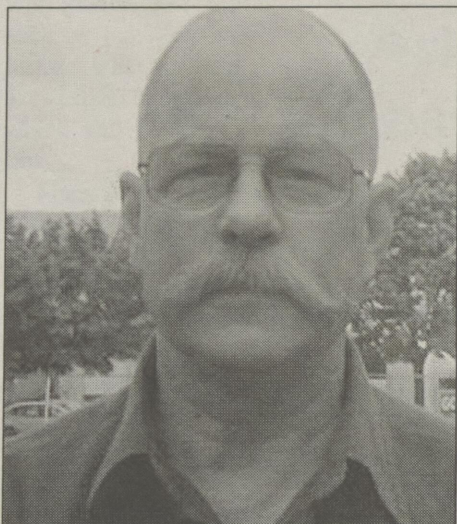
Strong Contracts in Waste



"I joined TDU because I want to help build a network of Teamsters who work for Waste Management, Allied and other solid waste companies. We need to build a network of active, informed sanitation Teamsters if we're going to win the contracts and benefits we deserve. That's what TDU is all about."

Daniel Barrios
L 396, Waste Management
Corona, Calif.

Make UPS Deliver



"Here in Seattle, we're working hard to make UPS deliver the contract we deserve."

"TDU is at the center of it all—getting the word out, educating members, building a network. And they're always there as our watchdog."

"I wanted to be a part of that. That's why I joined TDU."

Gary Sandum
Local 174, UPS Feeder
Seattle

**For a Stronger Union,
Join TDU Today.**

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.